Consultant Update to the Chief, Medical Service Corps

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Health Services Human Resources Consultant

15 November 2003

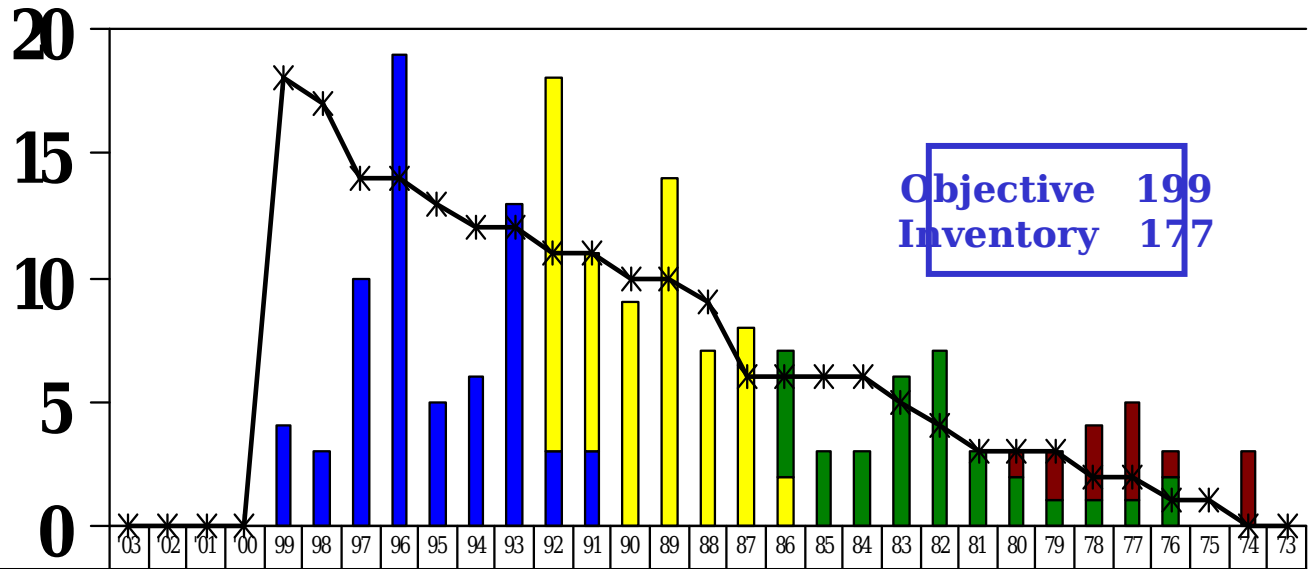
Agenda

- Histograms (AC & RC)
- MEL & CEL
- LTHET
- Key/Strategic Positions
- Promotion Trends
- Issues

AOC Histogram (Active Duty)

Medical Service Corps

AOC 70F Health Services Human Resources

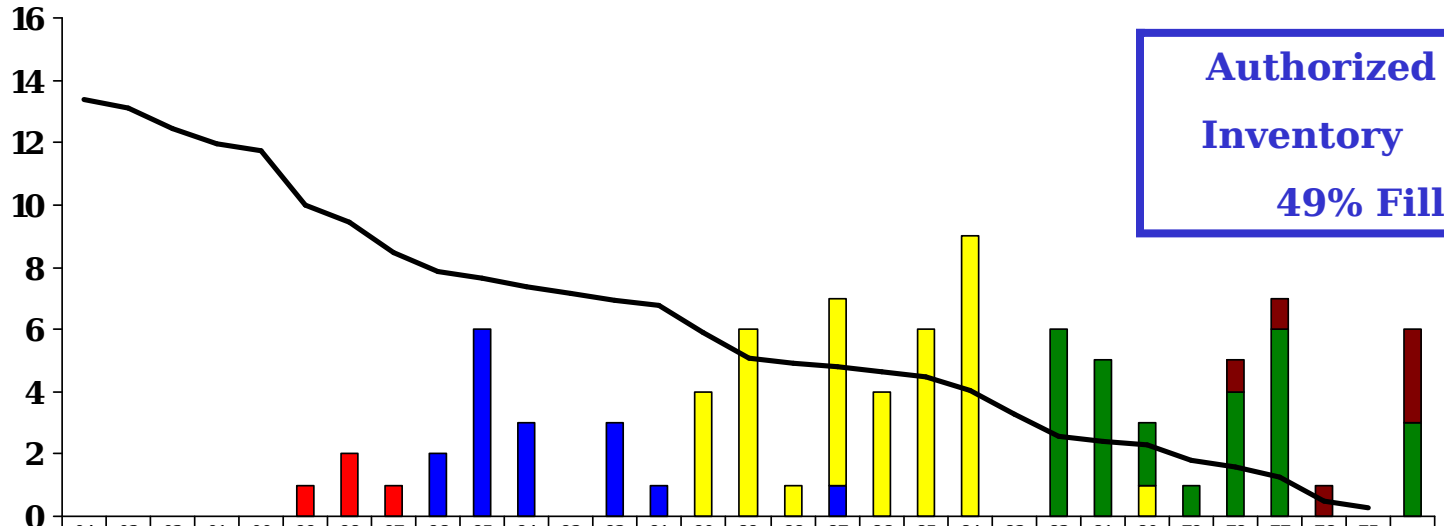


	03	02	01	00	99	98	97	96	95	94	93	92	91	90	89	88	87	86	85	84	83	82	81	80	79	78	77	76	75	74	73
COL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	4	1	0	3	0
LTC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	3	3	6	7	3	2	1	1	1	2	0	0	0
MAJ	0	0	0	0	0	0	0	0	0	0	0	15	8	9	14	7	8	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CPT	0	0	0	0	4	3	10	19	5	6	13	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Obj Force	0	0	0	0	18	17	14	14	13	12	12	11	11	10	10	9	6	6	6	6	5	4	3	3	3	2	2	1	1	0	0

Source: MODS APPD (29 June 2003)

AOC Histogram (Reserve)

USAR Selected Reserve
70F Health Services Human Resources



Authorized 184

Inventory 90

49% Fill

	04	03	02	01	00	99	98	97	96	95	94	93	92	91	90	89	88	87	86	85	84	83	82	81	80	79	78	77	76	75	>
COL (6)																											1	1	1		3
LTC (27)																							6	5	2	1	4	6			3
MAJ (37)															4	6	1	6	4	6	9				1						
CPT (16)									2	6	3		3	1				1													
1LT (4)						1	2	1																							
2LT (0)																															
Obj Force	13.4	13.1	12.5	12	11.7	9.97	9.47	8.48	7.86	7.62	7.39	7.17	6.96	6.75	5.91	5.08	4.93	4.78	4.64	4.5	4.05	3.3	2.56	2.43	2.31	1.79	1.59	1.24	0.49	0.25	

Histogram

- Issues and Concerns
  - Field Grade Shortages (YG 83-86)
  - Overstrength YG’s (89 & 92)
  - Understrength YG’s (94 & 95)
  - RC 70B-70F Transitions
- Impact on Promotions and Assignments
  - Increased promotion potential (YG 87-89)

MEL and CEL

- SSC
  - 5 Officers MEL 1 Qualified
  - 1 Officer Selected for FY04 Resident Course
  - 2 Officers Selected for FY05 Resident Course

Source: TOPMIS II (2 October 2003)

MEL and CEL

- CGSC/CAS3/OAC
  - Year Groups 80 – 89 (65 Officers)
    - 52 Have Completed CGSC
    - 12 Have Not Completed CGSC
    - 1 Enrolled in CGSC
  - Year Groups 90 – 94 (54 Officers)
    - 3 Have Completed CGSC
    - 47 Have Completed CAS3
  - Year Groups 95 – 98 (40 Officers)
    - 18 Have Completed OAC
    - 9 Have Not Completed OAC
    - 12 Have Completed CAS3

Source: TOPMIS II (1 August 2003)

LTHET

MS

RANK	LAST NAME	DEGREE	PROGRAM	UNIVERSITY	GRAD	THESIS	MENTOR	UTIL TOUR
CPT	Gibson, S.	MBA	ORSA	Univ. Incarnate Word	Jun 05	TBD	N/A	OTSG

HR INTERNSHIPS/TWI

RANK	LAST NAME	DEGREE	PROGRAM	UNIVERSITY	GRAD	THESIS	MENTOR	UTIL TOUR
CPT	Davis, A.	N/A	HR Intern	OTSG	Jun 04	N/A	LTC Edwards	OTSG
CPT	Wheeler, V.	N/A	HR Intern	APPD	Jun 04	N/A	LTC Allen-Hubert	MEDCOM
CPT	Hayman, A.	N/A	TWI	Baptist Healthcare	Jun 04	N/A	COL Parker	MEDCOM

Key Selected COL/LTC Strategic Positions

Auth Grade	Position	Location	Incumbent	3 Years Incumbency/ DEROS	Replacement
O6	Dir. Personnel	OTSG	COL Campbell	Jun-04	TBD
O6	C, Mil Pers Division	USAMEDCOM	COL Parker	Jun-05	
O6	C, APPD	APPD	COL Carter	Jul-05	
O6	ACSPER	MRMC	COL Weatherington	Jun-05	
O6	C, Mil Pers Division	BAMC	COL Mundy	Aug-06	
O6	DCSPER, G1	18th MEDCOM	LTC Pierce	Jun-05	
O6	Troop Commander	TAMC	COL Wingo	Jun-04	TBD: Pending COL Board
O6	C, EPPD	APPD	LTC Beatty	Sep-05	
O6	MS Personnel Prop. Off	APPD	LTC Allenhubert	Feb-03	LTC Findlay
O5	C, HSD	PERSCOM	COL Casso	Jul-04	TBD: Pending COL Board
O5	ACSPER	NARMC	LTC Jones-Lugo	Jul-05	
O5	ACSPER	SERMC	LTC Stewart	Jul-05	
O5	ACSPER	GPRMC	LTC Strunz	Jul-06	
O5	Dep. Dir. Peronnel	OTSG	LTC Edwards	Aug-06	
O5	C, Strength Mgmt.	USAMEDCOM	MAJ Dickinson	Jul-06	
O5	C, MSC Branch	PERSCOM	COL Bolton	Jul-05	
O5	C, Health Svc. Branch	PERSCOM	LTC Martinson	Jul-04	TBD
O5	ACSPER	WRMC	LTC Clark	Jul-04	LTC Damauer
O5	ACSPER	ERMC	COL Freeman	Jul-04	TBD
O5	DCSPER, G1	30th MEDCOM	MAJ Andrews	Jul-05	
O5	DCSPER, G1	44th MEDCOM	LTC Perry	Jun-05	
O5	Personnel Ops. Off.	FORSCOM	LTC Berthold	Jul-04	TBD

In-Zone Promotion Trend

Fiscal Year	Grade	IZ Considered	IZ Selected	Percent
FY 03	LTC	8	7	87.5
FY 03	MAJ	13	8	61.5
FY 02	COL	3	2	66.6
FY 02	LTC	5	3	60.0
FY 02	MAJ	19	15	78.9
FY 01	COL	2	1	50.0
FY 01	LTC	5	2	40.0
FY 01	MAJ	17	9	52.9

Issues Within the AOC

- Accession
  - Proactively market AOC
- Retention
  - 14 Voluntary Separations
  - Turnover Rate:
    - Annual Turnover Rate:
    - Avoidable Turnover Rate: 8.1%
- Assignments
  - Manpower
  - Civilian Personnel
  - Special Pays

Issues Within the AOC

- Relevancy
  - Leadership:
    - Company Grade: 79% have commanded
  - Training
    - Three Tiered Approach (S1, 70F, FA43)
    - 41% AOC Trained
  - Knowledge, Skills & Abilities (KSA)
    - Professional Certification (PHR or CHE)
    - 3% CHE

Issues Within the AOC

- Future Changes in AOC/Professional Community
  - TOE/TDA
    - TAADS Authorization Increase (7 Officers)
    - MRI Conversions Increase MAJ Grade Structure
    - AOC is Healthy

Conclusion